

The Royal Military College Physical Conditioning Optimisation Review: A 4 year project to improve physical health and fitness while reducing injuries

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The Initial PCOR

● Aim of the review

- Review the **PT program** (progression, frequency, specificity, gender) and **Sport Programs**
- Review the current weight **loading carrying** continuum
- Review **management of injured** cadets
- Evaluate **Military Self Defence** within the curriculum
- Review **nutrition and dietary** habits.
- Review the current **injury surveillance process**
- Review physical training **protocols and policies**
- Review **staff health, fitness and PT**
- Id and review **influences**



The Initial PCOR

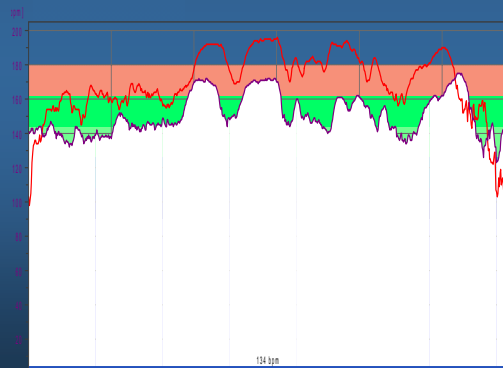
- Data Collection



The Physical Conditioning Optimisation Review

The Initial PCOR

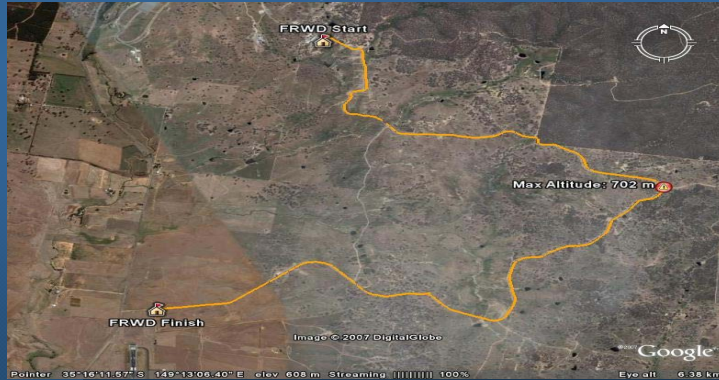
- Data Collection
– Heart Rate Data



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The Initial PCOR

- Data Collection
 - Global Positioning Systems



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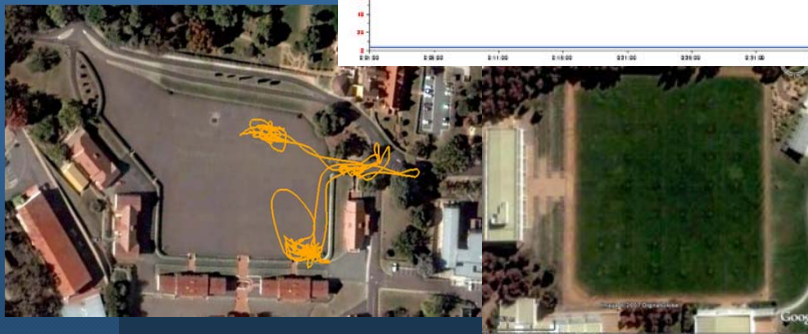
- Data Collection
 - Field observation



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- Data Collection
 - Triangulation



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The Initial PCOR

- Outcomes
 - Recommendations: 66 endorsed, 7 pending, 9 rejected.
 - A structured periodised conditioning program accommodating short and long injury recovery programs (Medical restrictions and Rehabilitation Platoon)

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Phase of Training	Training Plan (18 Months)									
	Physical Development Phase		Transition	Physical Hardening Phase		Transition	Self Management and Corp Specific Phase			
	(III CLASS)			(II CLASS)			(I CLASS)			
Sub Phase of Training	Anatomical Adaptation	Complex Skills Development	Recon	Recond	Physical Hardening	Recon	Recond	Maintain	Corp Specific	
Macrocycle										
Microcycle										
Individual Fitness and Healthy Lifestyle	Metabolic Fitness									
	Neuromuscular Skills and Fitness									
	Injury Prevention									
	Healthy Lifestyle Education									
	Personal Training and Fitness									
Military Specific Fitness	Load Carriage									
	Complex Warfighting Skills and Fitness									
Sports Specific Fitness										
Remedial Training and Rehabilitation										

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The Initial PCOR



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The Initial PCOR

- Weaknesses

- Time to complete review (71 days for an 18 month program) limited ability to 'deep dive' or capture external SME input
- Incomplete/inaccurate DIPP data
- Culture
 - Fault seeking fears / go 'hard'
 - Postings and potential for recommendations to degrade and lessons learnt to be lost



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The Initial PCOR

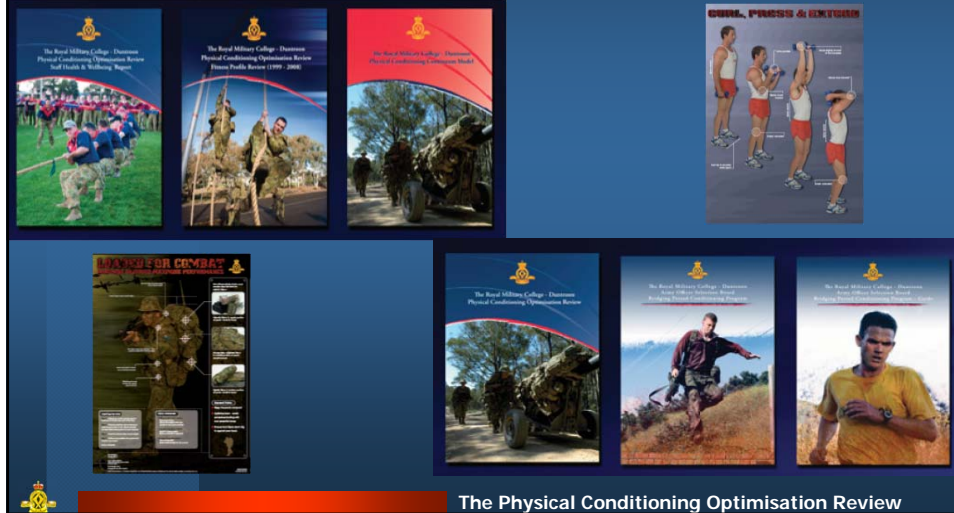
- Strengths

- Internal data management was very good (eg FMSS data, Post Activity Reports)
- Detailed phys cond programs and internal review of programs
- Context
 - Volume of data to allow triangulation
- Top cover and support
- Permission given to expand program to 4 years



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The Continuing PCOR

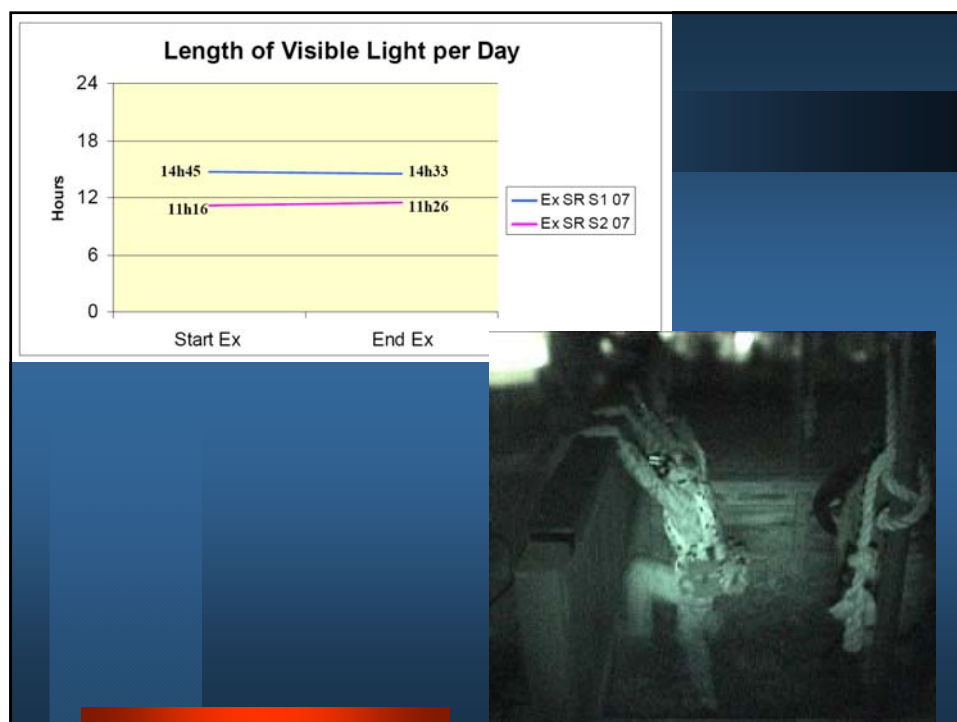
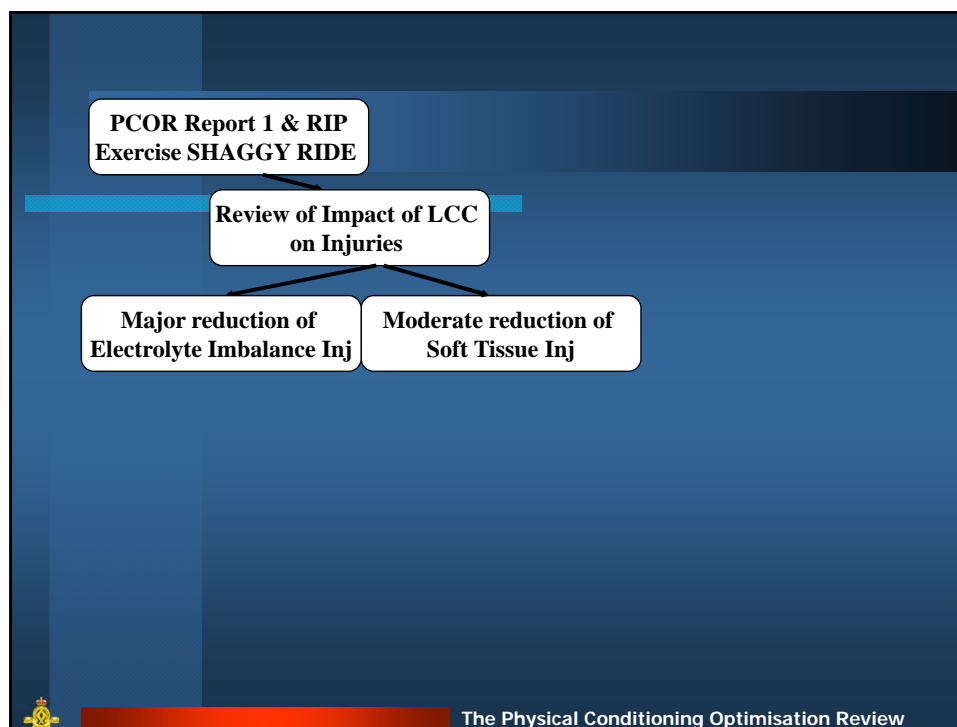


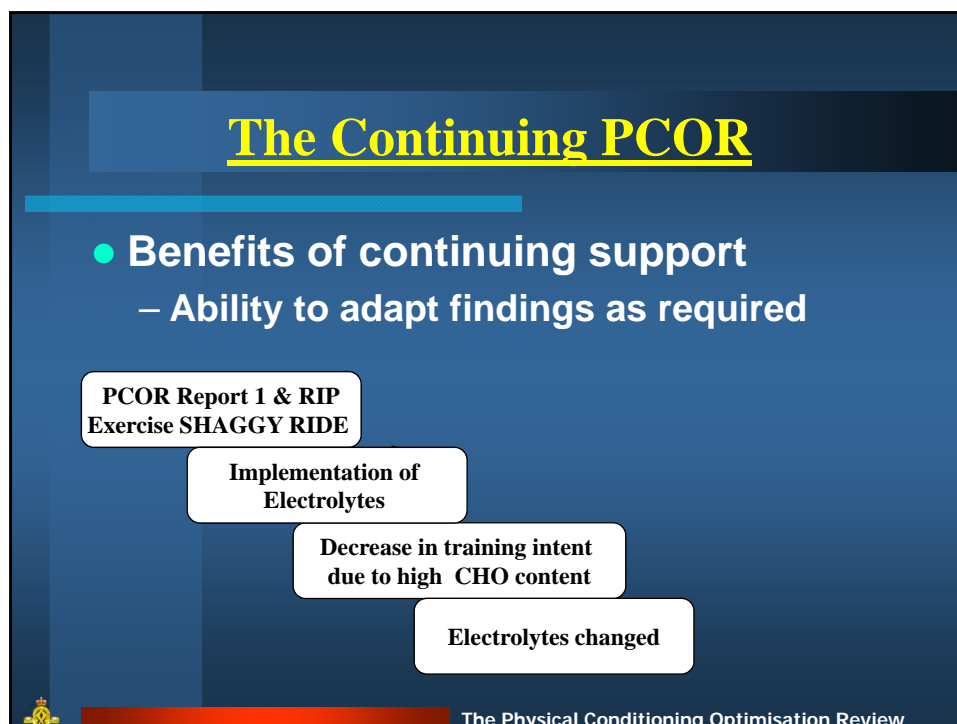
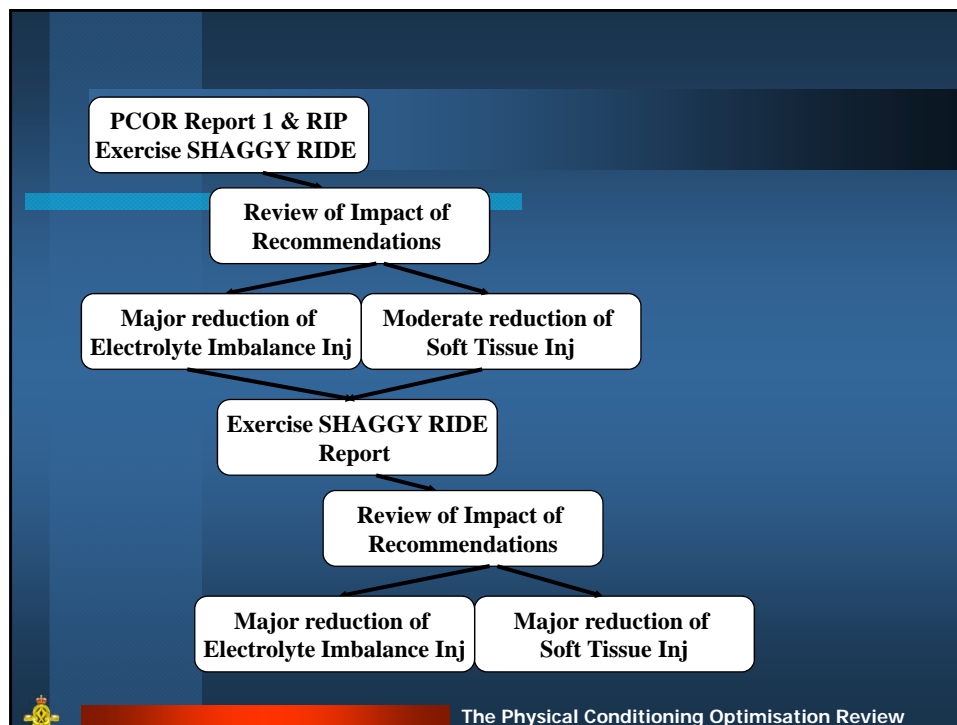
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The Continuing PCOR

- Benefits of continuing support
 - Ability to evaluate the impact of recommendations

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The Continuing PCOR

- **Benefits of continuing support**
 - Ability to explore emerging topics/trends and drill deeper



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Concerns over
entry level fitness

Review of Selection Fitness
and Day of Entry Fitness

Implementation of
Bridging program

Review = Program works

Review of ICT

PCOR program works

Level does not change between
ICT and II Class

Fitness lost in transition
between classes

Semester break conditioning
program implemented



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PCOR Key Lessons

● Communication

- Staff need to be onboard and understand the review and project intent as often changes will require effort on their part (blame-game concerns addressed)



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PCOR Key Lessons

● Information/data

- Quality and Quantity of sources (From policies to OH&S Reports)
- Injury surveillance mechanisms valuable but tempered by reduced capture through poor completion



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PCOR Key Lessons

● Support

- Command support is vital for not only the work but for the implementation of recommendations



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PCOR Key Lessons

● Time

- To make long term changes you need a long term project (test, adjust, drill deeper and explore emerging trends) otherwise there is a tendency to reinvent the wheel



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PCOR Outcomes



- Award (2008): Army Training Command Safety Award: Category 3 – Best Solution to an Identified Workplace Health and Safety Issue.
- Commendation (2008): The Defence Occupational Health and Safety Awards: Category 3 - Best Solution to an Identified Workplace Health and Safety Issue.
- Award (2009): The Training Command Safety Award: - Category 5 - Rehabilitation and Return to Work Award; and
- Commendation (2009): The Defence Occupational Health and Safety Awards: Category 5 - Rehabilitation and Return to Work Award.



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